

SIKKIM



GOVERNMENT

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**GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES
GANGTOK**

No: 41/GEN/DOP

Dated: 31/05/2018

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim is hereby pleased to make the following rules, namely:-

**Short title and
Commencement**

1. (1) These rules may be called the Sikkim Government College of Nursing (Recruitment and Regulation of Promotion) Rules, 2018.
- (2) They shall come into force on the date of their Publication in the official Gazette.

Definition

2. In these rules, unless the context otherwise requires:-
 - (a) "Cadre post" means any of post specified in Schedule I;
 - (b) "Commission" means the Sikkim Public Service Commission;
 - (c) "Controlling authority" means the Government of Sikkim in the Department of Personnel, Administrative Reforms, Training and Public Grievances;
 - (d) "Council" means State Nursing Council;
 - (e) "Day" means a calendar day beginning and ending at midnight;
 - (f) "Government" means the State Government of Sikkim;
 - (g) "Governor" means the Governor of Sikkim;
 - (h) "Member of service" means a member of the Sikkim Government College of Nursing;
 - (i) "Schedule" means the Schedule appended to these rules;
 - (j) "Service" means the Sikkim Government College of Nursing Service;
 - (k) "State" means State of Sikkim;
 - (l) "Year" means the year reckoned according to English Calendar.

- Constitution and Composition of service**
3. (1) There shall be constituted a service to be known as the Sikkim Government College of Nursing Service consisting of persons appointed under these rules;
- (2) The authorised strength, composition of the service, Grade and scale of pay shall be as indicated in the Schedule I at the initial constitution and shall be as determined by the Governor from time to time;
- (3) The name of post, mode of recruitment and eligibility conditions for appointments to the members of the service shall be as shown in Schedule II at its initial constitution and shall be as amended by the Governor from time to time;
- (4) The recruitment and promotion to the service shall be made on the recommendation of the Commission.
- Members of the service**
4. The persons appointed to the service under rule 3 shall be the members of the service in the appropriate grade applicable to them in Schedule II from the date of such appointment.
- Recruitment and qualification of the faculty of the service**
5. The members of the Service to be eligible to become faculty must satisfy the following conditions, namely:-
- (a) the conditions specified in Schedule II;
- (b) any other conditions that may be specified by the State Government in consultation with the State Nursing Council;
- (c) the nursing teachers must possess a basic university or equivalent qualification as laid down in the Schedules of the Indian Nursing Council Act, 1947 and registered under the State Nursing Registration Act;
- (d) the nursing faculty in nursing college must possess the requisite recognized post graduate qualification in nursing subjects in the specialized discipline;
- (e) All teachers of nursing other than Principal and Vice Principal should spent atleast 04 (four) hours in the clinical areas for clinical teaching and/ or supervision of care every day;
- (f) There shall be a provision to appoint part – time teachers/ external teachers with post graduate qualification and teaching experience in respective areas provided that no part time nursing faculty will be counted for calculating total number of faculty required for the College.
- Disqualification**
6. (1) No person,
- (a) who has entered into or contracted marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted marriage with any person, shall be eligible for appointment to the service;

Provided that the Government may, if satisfied that such marriage is permissible under the personal law or customs applicable to such person and the other party to the marriage exempt such person from the operation of this rule;

- (2) No candidate shall be appointed to the service who, after such medical examination, is not found to be physically and mentally fit and free from any mental or physical defect likely to interfere with the discharge of the duties of the service.

Probation

7. (1) The persons recruited to the service shall be appointed to the service on Probation for a period of 02 (two) years;
- (2) The persons recruited to the service by promotion shall be appointed to the service on probation for a period of (1) one year;
- (3) The State Government may, if it so things fit in any case or class of cases, extend the period of probation by 01 (one) year at a time but not exceeding 03 (three) additional years for reason to be recorded in writing.

Discharge of a probationer

8. A probationer shall be liable to be discharged from the service or as the case may be reverted to his Substantive post:-
- (a) on recommendation of the State Nursing Council; or
- (b) if the State Government is satisfied that the probationer is ineligible for recruitment to the service or is unsuitable for being a member of the service; or
- (c) if they are found lacking in qualities of mind and character needed for the service or in the constructive outlook and human sympathy needed in public service generally; or
- (d) if they fail to comply with any of the provisions of these rules.

Confirmation

9. Where the probationer has completed their period of probation to the satisfaction of the State Government, they shall, subject to the other provisions of these rules, be confirmed in the service at the end of their period of probation.

Seniority

10. The provision laid down in the Sikkim State Service (Regulation of Seniority) Rules, 1980, as amended from time to time, shall apply to the members of the service for the purpose of determining the seniority.

Administrative control

11. (1) The control over the service including, appointments, transfer and deputation shall vest with the Controlling Authority.
- (2) The headquarter of a member of service shall not be changed save with the concurrence of the Controlling Authority.

Residuary matters

12. All other matters in relation to the service not specified or for which no provisions have been made in these rules shall be regulated and governed by the Sikkim Government Service Rules applicable to other officers of the State Government of equivalent status.

- Interpretation** 13. If any question arises to the interpretation of these rules, the decision shall be taken by the Controlling Authority in consultation with the State Nursing Council and such decision thereon shall be final.
- Power to relax** 14. Where the State Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons or posts.

By order and in the name of the Governor.

**H.K. Chettri, SCS
JOINT SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES**

SCHEDULE I
See rule 3 (2)

Sl. No	Name of Post	Grade	Sanction Strength	Pay Band & Grade Pay
01	02	03	04	05
01	Tutor/ Clinical Instructor	Junior Grade II	10	PB – 2 Rs. 9300-34800 GP Rs. 5000
02	Assistant Professor	Junior Grade I	03	PB – 2 Rs. 9300 – 34800 GP Rs. 5400
03	Associate Professor	Senior Grade	02	PB – 3 Rs. 15600 – 39100 GP Rs. 6200
04	Vice Principal cum Professor	Selection Grade II	01	PB – 3 Rs. 15600 – 39100 GP Rs. 7200
05	Principal cum Professor	Selection Grade I	01	PB – 3 Rs. 15600 – 39100GP Rs. 8700
		Total	17	

SCHEDULE II
See rule 3 (3)

Sl. No	Name of Post	Mode of recruitment	Eligibility conditions
01	02	03	04
01	Principal cum Professor	100 % by promotion failing which the posts have to be filled through direct recruitment	M. Sc. Nursing with 16 (sixteen) years experience including 14 (fourteen) years teaching experience with 05 (five) years in collegiate programmes Desirable : Ph. D. (Nursing)
02	Vice Principal cum Professor	100 % by promotion failing which the posts have to be filled through direct recruitment	M. Sc. Nursing with 14 (fourteen) years experience including 12 (twelve) years teaching experience with 05 (five) years in collegiate programmes Desirable : Ph. D. (Nursing)
03	Associate Professor	100 % by promotion/ absorption from the Sikkim State Nursing Service failing which the posts have to be filled through direct recruitment	M. Sc. Nursing with 10 (ten) years experience including 08 (eight) years teaching experience Desirable : Ph. D. (Nursing)
04	Assistant Professor	100 % by promotion/ absorption from the Sikkim State Nursing Service failing which the posts have to be filled through direct recruitment	M. Sc. Nursing with 06 (six) years teaching experience in any institutes recognized by Indian Nursing Council or Sikkim Nursing Council Desirable : Ph. D. (Nursing)
05	Tutor/Clinical Instructor	100 % by absorption from the Sikkim State Nursing Service and Sikkim State Sub – Ordinate Nursing Service failing which the posts have to be filled through direct recruitment	M. Sc. Nursing with 03 (three) years experience in relevant work